

MEMORANDUM OF AGREEMENT

This agreement between the Employer and the Union concerns appropriate arrangements and procedures arising from management's decision to display the American flag at voting locations in Agency-conducted representation elections.

1. The Agency will purchase three wheeled luggage carriers for each Regional Office and one wheeled luggage carrier for each Subregional and Resident Office. These luggage carriers may be used by Board agents to transport the voting booth, the flag kit and other materials to an election site.

2. (a) Board agents traveling via common carrier are authorized to incur reasonably necessary excess baggage charges to transport the American flag and accompanying luggage on trips that include one or more elections.

(b) Board agent requests to use taxis and car service to travel to and from the polling site, as well as between the office and their home (for instance, the morning after an evening election or the evening before an early-morning election) will not be arbitrarily or unreasonably denied.

3. The Employer's attached flag etiquette and assembly instructions will be distributed to employees in all field offices. Within 90 days of the date on which this agreement is executed, the Agency will conduct training in each field office on flag etiquette and assembly. When flags are to be flown at half mast, Agency management will provide notice either by email or by posting a notice on the Agency SurfBoard.

4. Upon request of Regional management, the Agency will distribute replacement hex nuts, screws, and/or socket wrenches in order to keep all flag kits complete and intact.

5. Any Board agent who has concerns regarding the transport, assembly, or display of an American flag in connection with an election may raise such concerns with his or her supervisor.

6. The Agency will disseminate this agreement by OM Memorandum and will post a copy on the Agency SurfBoard. Any General Counsel or Operations Management memo to the staff will state that the memo should be read in conjunction with this MOA and will include a link to the SurfBoard page where this MOA is posted.

7. This agreement does not diminish any right of employees or the Union under applicable laws, government-wide rule and regulation, collective bargaining agreements or Agency policy including reasonable accommodation of disability or religious practices and proper regard for their privacy and Constitutional rights.

8. This agreement will remain in effect until successor agreements to the field agreements signed September 27, 2002, become effective.

